



The Surrey Police Department

A Natural Transition for a Growing Hub —





A Natural Transition for a Growing Hub

Surrey has transformed from a small suburban community into a major metropolitan hub. With over 500,000 people, it is the second most populous city in the province and is expected to surpass Vancouver by 2041. A vibrant and diverse community comprised of six distinct but interconnected neighbourhoods, Surrey has the province's largest urban Indigenous population, South Asian population, and student enrolment.

With the rapid growth that Surrey has experienced, crime has become a major issue for residents and businesses. A public survey conducted in June 2018 found that crime was

the single most important issue facing the city. The survey also revealed that a majority of residents agreed that Surrey should have its own municipal police service.

Crime data confirms the public's perception that crime is an issue in Surrey. Surrey has a consistently higher crime rate and Crime Severity Index than Metro Vancouver and British Columbia as a whole. Notably, between 2015 and 2018, Surrey averaged more than one shooting per week.

Addressing this issue and ensuring public safety is key to maintaining an inclusive and sustainable city with a vibrant economy.

Transition to Municipal Policing

The City of Surrey has initiated the transition to a municipal policing model. On November 5, 2018, Surrey City Council approved a motion directing staff to “take all appropriate steps to immediately create a Surrey Police Department for its residents and businesses.”

The decision to move to a municipal police department will bring Surrey in line with policing in other major Canadian cities. Of the 19 Canadian communities with a population of more than 300,000 residents, Surrey remains the only city without a local police department.

Additionally, Surrey is 28 times larger than the average community policed by the RCMP, making Surrey an outlier among both major Canadian cities and RCMP jurisdictions.

Surrey residents will distinctly benefit from having their own independent municipal police department. A police department overseen and managed by a local police board will be more responsive to changing conditions and demands and will be more representative of the community.

Municipal Policing Provides



Community Focus

The Surrey Police Department (Surrey PD) will be a community-focused police department with priorities set, and solutions developed, locally. This will facilitate the design and delivery of timely public safety solutions tailored to address community needs and challenges.



Board Oversight

The Surrey Police Board, chaired by the mayor and comprised of community representatives, will provide local governance and oversight, financial accountability, and a direct link to the municipal council.



Accountability

Surrey PD officers will be accountable to the public through transparent and independent provincial civilian bodies that maximize local police accountability.



Officers Connected to the Community

Surrey PD will be able to recruit officers reflective of Surrey's diversity & who spend their careers in the community developing long-term relationships with residents, businesses, and community groups thereby improving the public's confidence, trust, and safety.



Key Benefits

5%

Increase in Staff Overall

16%

More Frontline Officers

29%

More School Liaison & Youth Officers

Community Presence

84% of Surrey PD officers will be constables and more than 64% of all sworn Surrey PD members will deploy in uniform and interact with the public on a regular basis.

Proactive and Flexible Model

The Surrey PD model contains a robust investigative capacity, a flexible patrol model to ensure a nimble response to calls for service, and a focus on intelligence-led policing to proactively combat gang crime & violent crime.

Tiered Policing

Surrey PD will utilize Community Safety Personnel to take on lower priority, lower risk, and lower complexity policing tasks in order to better leverage frontline sworn resources.

Community Partnerships

The proposed operating model invests resources to maintain police-community partnerships including: Sophie's Place, Surrey Safe School program, Surrey Wraparound program, Surrey Mobilization and Resiliency Table (S.M.A.R.T.) initiative, and Surrey Anti-Gang Family Empowerment (S.A.F.E.) program.



Current Staffing Model

The RCMP currently delivers contracted policing services to Surrey under a Municipal Police Unit Agreement. The Surrey RCMP detachment has an authorized strength of 843 RCMP members as of 2019, although it currently carries 51 vacancies. As a result, the Surrey RCMP has a funded strength of 792 officers.

There are 302 City of Surrey employees directly supporting the Surrey RCMP. The City of Surrey pays 100% of the costs associated with these support staff. Likewise, the City pays for all police facilities. As such, civilian staff and facilities can be easily transitioned to support a municipal policing model.

Proposed Staffing Model

A detailed analysis of workload and policing demands in Surrey was conducted utilizing call load data, crime data, published peer-reviewed research on policing, evaluations of best practices, and an environmental scan of Surrey. The proposed Surrey PD operating model includes a staffing increase of 5% and consists of 1,150 employees: 805 police officers, 325 civilian positions, and 20 Community Safety Personnel (CSP).

The Transition Financial Projections

The projected “go live” date for the Surrey PD is April 1, 2021. Therefore, the implementation of the Surrey PD will take place over three separate City budget years: 2019, 2020, and 2021.

OPERATING COSTS IN 2021:
RCMP CONTRACTED

\$173.6M

OPERATING COSTS IN 2021:
SURREY-OPERATED MODEL

\$192.5M

10.9% annual cost increase

Notably, provincial and RCMP senior leadership signaled to the Union of BC Municipalities in 2018 that there is a unionization drive underway within the RCMP and it is likely that unionization of the RCMP will result in bargaining seeking a pay increase to align with police wages throughout the country. If wage parity was achieved, the gap between the cost of the Surrey RCMP and the cost of the Surrey PD would be eliminated.

Investments Between 2019-2022

Recruit & Equip
New Staff

\$11.8M

IT Systems
& Facilities

\$7.6M

Vehicle
Transition

\$0.4M

Phased Staff
Transition

2019

\$3.3M

2020

\$8.7M

2021

\$7.1M

2022

\$0.3M



Moving Forward

A municipal policing model will provide the residents of Surrey with a police organization that will be highly responsive to Surrey's specific policing needs and reflects the city's diversity. Locally recruited officers will better represent the community, will be able to foster long-term relationships, and can apply local knowledge to achieve lasting solutions that maximize community safety. The Surrey Police Department will have strong police board and civilian oversight to ensure community needs are addressed. The formation of a Surrey Police Department is an integral part of supporting the long-term growth of Surrey – a diverse and vibrant community where residents can live, work, and play without fear of crime.



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